

February 2026

Safeguarding Partnership Jersey

Training Strategy 2026- 2028

Introduction

Safeguarding Partnership Jersey (SPJ) is a multi-agency partnership responsible for setting standards, supporting safeguarding practice and driving learning to ensure children and adults at risk are safe, supported and heard.

This training strategy provides a structured approach for the SPJ Learning and Development team in equipping practitioners with the skills and knowledge required in their roles.

This document outlines the vision, principles and framework that will guide all learning and development initiatives within the SPJ. It aims to ensure consistency, maximise the impact of training and create a culture where learning is accessible, relevant and aligned to business priorities. Through a blend of in person and digital tools, this strategy sets the foundation that supports both individual growth and organisational success.

Aims

The aims of this Training Strategy are to:

1. Strengthen safeguarding practice across all agencies

Ensure that professionals and volunteers across statutory, private, voluntary and independent sectors have access to high-quality, multi-agency learning that enhances their ability to safeguard and promote the wellbeing of children, young people and adults at risk.

2. Build a skilled, confident and consistent workforce

Develop the skills, knowledge and behaviours required for the workforce to respond effectively to safeguarding concerns, apply multi-agency procedures consistently and achieve positive outcomes for individuals and families.

3. Promote shared understanding and collaboration

Support strong partnership working by ensuring all agencies understand their roles, how to work together and how to make effective use of local safeguarding arrangements.

4. Enhance awareness and accessibility of safeguarding information

Provide clear, proportionate and accessible communication so that safeguarding expectations, resources, learning and updates are understood by all stakeholders across all partner agencies.

5. Drive continuous learning and improvement

Embed learning from audits, reviews, data, frontline feedback and local developments into training and communication, ensuring that safeguarding practice evolves in line with emerging risks and best practice.

6. Maintain transparency and accountability

Ensure communication is aligned with SPJ's role by providing regular updates, highlighting progress, sharing lessons learned and making safeguarding information easily accessible.

7. Support strategic and annual planning

Provide a high-level framework that informs annual training and communication plans, enabling flexibility to adapt to new priorities, resource changes and emerging safeguarding themes.

Training Priorities



Priority 1: Develop introductory safeguarding content

Produce a short, accessible 'Introduction to Safeguarding' video covering both child and adult safeguarding principles. This will be hosted on the SPJ website and/or the SPJ YouTube channel to support consistent foundational understanding across the workforce.



Priority 2: Create bite-sized refresher learning

Design and implement short, targeted refresher training modules to reinforce previous learning and provide flexible support for practitioners who require updates in specific safeguarding areas.



Priority 3: Strengthen the Pool Trainer cohort

Review the existing Pool Trainer cohort to clarify roles, responsibilities and expectations. Explore the creation of a Safeguarding Champions group to support professionals in order to continue to have an active role in the dissemination of key messages, promote best practice and strengthen multi-agency learning.



Priority 4: Expand digital training delivery options

Explore and adopt a range of digital training format such as video content, webinars and blended learning in order to increase accessibility, improve engagement and support flexible learning across agencies.



Priority 5: Review and refresh all training materials

Undertake a full review of current training resources, including digital content and workbooks. Update materials to reflect new policies, procedures and SPJ branding, ensuring consistency, clarity and alignment with current safeguarding expectations.

Measuring Impact and Success

The success of the Training Strategy will be measured using a combination of quantitative and qualitative indicators. These will focus on reach, engagement, accessibility and practitioner confidence, alongside learning drawn from audits, reviews, frontline feedback and emerging safeguarding themes.

Measurement will be proportionate and used to inform continuous improvement, annual planning and the development of future learning and communication activity.

Priority	Measures	Indicator of success
1. Develop introductory safeguarding content	<ul style="list-style-type: none"> • Number of views and completion rates via the SPJ website and/or YouTube • Use of the video by partner agencies as part of induction processes • Practitioner and agency feedback on clarity and usefulness 	A consistent introductory safeguarding message is accessible and used across partner agencies, supporting a shared baseline understanding.
2. Create bite sized refresher learning	<ul style="list-style-type: none"> • Uptake and engagement across agencies and professional groups • Practitioner feedback on relevance, accessibility and usefulness • Use of refresher learning in response to audits, reviews or emerging safeguarding themes 	Safeguarding learning is regularly reinforced and responsive to practice needs and emerging risks.
3. Strengthen the Pool Trainer cohort	<ul style="list-style-type: none"> • Clear Terms of Reference in place and reviewed as required • Level of engagement from Pool Trainers and Safeguarding Champions across agencies • Feedback on consistency of safeguarding messages and learning dissemination 	Learning and key safeguarding messages are effectively embedded and shared across the partnership.
4. Expand digital training delivery options	<ul style="list-style-type: none"> • Increased accessibility and participation from a wider range of agencies • Engagement with digital learning formats (live and recorded) • Practitioner feedback on flexibility, accessibility and inclusivity 	Safeguarding learning is more accessible, flexible and inclusive for the multi-agency workforce.
5. Review and refresh all training materials	<ul style="list-style-type: none"> • Completion of planned reviews within agreed timescales • Alignment of materials with current policies, procedures and SPJ branding • Practitioner confidence in the accuracy and consistency of materials 	Training materials are current, consistent and support effective safeguarding practice.



Safeguarding
Partnership
Jersey

safeguardingpartnership@gov.je